



Employment Law

# **Facts & Figures 2026**

## Compensation limits from 6 April 2026

Complaint	Maximum Award
Discrimination	Unlimited
Unfair Dismissal:	
▼ Basic Award	£22,530
▼ Compensatory Award	£123,543 (Unlimited in certain circumstances. Cap to be removed on 1 January 2027)
Additional award for failure to reinstate	£37,388
A week's pay used to calculate basic awards and statutory redundancy payments	£751
Statutory redundancy pay	£22,530
Dismissal for union or employee representative or pension trustee reasons:	
▼ Basic Award	£22,530 (minimum £9,157)
▼ Compensatory Award	£123,543
Dismissal for health and safety reasons:	
▼ Basic Award	£22,530 (minimum £9,157)
▼ Compensatory Award	No limit
Dismissal for making a protected disclosure:	
▼ Basic Award	£22,530
▼ Compensatory Award	No limit
Contract claims	£25,000 in the Employment Tribunal (no limit for claims in Civil Courts)
Failure to conduct collective consultation	180 days' gross pay per employee
Failure to inform or consult over a TUPE transfer	13 weeks' gross pay per employee
Breach of right to be accompanied	2 weeks' pay (up to £1,502)
Breach of flexible working regulations	8 weeks' pay (up to £6,008)
Failure to give statement of employment particulars	2-4 weeks' pay (£1,502 or £3,004)
Guarantee pay if no work is provided	£41 per day up to a maximum of £205 in respect of 5 days in any 3-month period
Aggravated breach of a worker's rights	£20,000
Failure to allocate and pay tips fairly	£5,366

# Sick Pay

Payment	From 6 April 2026
Statutory sick pay	£123.25 per week for up to 28 weeks

# National Minimum/Living Wage Rates

Category of Worker	From 1 April 2026
Aged 21+ (NLW*)	£12.71 per hour
Aged 18 - 20	£10.85 per hour
Aged 16 - 17	£8.00 per hour
Apprentice	£8.00 per hour
Accommodation offset	£11.10 per day

\* From 1 April 2024 the age of entitlement for the National Living Wage came down from 23, to 21 years.

# Calculating Statutory Redundancy Pay

Rate	
Each year in Employment aged 41+	1½ week's pay
Each year in Employment aged 22 - 40	1 week's pay
Each year in Employment aged 21 and under	½ week's pay
Maximum week's pay	£751
Maximum number of years	Last 20 worked

# Statutory minimum notice to employers

Length of Employment	Notice Required
Under 1 month	No statutory notice requirement
1 month or more	1 week

## Statutory minimum notice to employees

Length of Employment	Notice Required
Under 1 month	No statutory notice requirement
1 month to 2 years	1 week
2 years to 12 years	1 week for each completed year of employment
12 years or more	12 weeks

## Working Time (Subject to some exceptions and special cases)

Minimum Entitlement	
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes
Daily rest period	11 hours (12 hours for 16-17 year olds)
Weekly rest period	24 hours (48 hours for 16-17 year olds)
Maximum average working time	48 hours per week (over 17 week reference period)

## Family Friendly Payments from 6 April 2026

Type of Pay	Rate	Max Period
Statutory maternity pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory maternity rate (basic rate)	£194.32 a week, or 90% of normal weekly earnings if lower	33 weeks
Statutory paternity pay	£194.32 a week, or 90% of normal weekly earnings if lower	2 weeks
Statutory adoption pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory adoption pay (basic rate)	£194.32 a week, or 90% of normal weekly earnings if lower	33 weeks
Shared parental pay	£194.32 a week, or 90% of normal weekly earnings if lower	39 weeks, minus time taken by other parent
Maternity allowance	£194.32 a week, or 90% of normal weekly earnings if lower	39 weeks
Statutory parental bereavement pay	£194.32 a week, or 90% of normal weekly earnings if lower	2 weeks
Statutory neonatal care pay	£194.32 a week, or 90% of normal weekly earnings if less	12 weeks

# Statutory Family Friendly Leave

Type of Leave	Maximum Entitlement
Maternity leave	52 weeks (26 weeks ordinary, 26 weeks additional)
Paternity leave	2 weeks leave
Adoption leave	52 weeks (26 weeks ordinary, 26 weeks additional)
Shared parental leave	52, less any time taken by other parent
Parental leave	18 weeks unpaid per child (if child under 18)
Parental bereavement leave	2 weeks leave within first 56 weeks after death or stillbirth.
Bereaved partner's paternity leave	Up to 52 weeks unpaid leave, taken within first 52 weeks of child's birth or adoption.
Carer's leave	1 week's unpaid leave in a rolling 12-month period



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